



COUNTY OF LOS ANGELES

DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS
579 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012
(213) 974-2406 FAX (213) 621-0387

BRANCH OFFICE
3333 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90010
(213) 738-2211 FAX (213) 637-0820

LISA M. GARRETT
DIRECTOR OF PERSONNEL

June 2, 2015

To: Patrick Ogawa
Acting Executive Officer

From: Lisa M. Garrett
Director of Personnel

Subject: **REVIEW OF BOARD POLICY NO. 9.150 – *HIRING RETIRED COUNTY EMPLOYEES TO PERMANENT POSITIONS***

In response to your April 30, 2015 request, we have completed our review of Board Policy No. 9.150 – *Hiring Retired County Employees to Permanent Positions*. We are recommending the following non-substantive revisions to the attached policy.

1. Update Government Code Sections 31680.4 and 31680.5, as amended web address link in Reference section.
2. Update Section 5.20.075 web address link in Reference section.
3. Add "960 hours" in Policy section.
4. Add "working" in Policy section.
5. Extend the sunset review date to August 25, 2019.

Should you have any questions, please contact me at (213) 974-2406 or your staff may contact Marisa Lopez, Senior Human Resources Manager, at (213) 351-8945.

LMG:EP:PAM
ML:HL:ckc

Attachment

c: Sid Kikkawa, Chief Executive Office
Gevork Simdjian, Chief Executive Office

S/PMPD/BOS Policies/Board Policy 9.150_LMG Memo (05.2015)

To Enrich Lives Through Effective and Caring Service



Los Angeles County BOARD OF SUPERVISORS POLICY MANUAL

Policy #:	Title:	Effective Date:
9.150	Hiring Retired County Employees To Permanent Positions	07/06/93

PURPOSE

Allows County departments to hire retired County employees to a permanent position on an indefinite basis and to implement provisions of amendments to Government Code Sections 31680.4 and 31680.5.

REFERENCE

[Government Code Sections 31680.4 and 31680.5, as amended](#) [Government Code Sections 31680.4 and 31680.5, as amended](#)

Los Angeles County Code [Section 5.20.075](#) [Section 5.20.075](#)

[February 1, 1993](#) Chief Executive Office memo regarding Rehiring of ESP Participants

July 6, 1993 [Board Order Synopsis 46](#)

[August 25, 1993](#) Chief Executive Office memo regarding Board Policy on Rehiring of Retired County Employees

[August 1, 2000](#) DHR Memo Regarding Re-Employment of County Retirees

POLICY

The County may hire former retired County employees to permanent positions on an indefinite basis. The Board's action provides the County with an additional management tool to fill critical, emergent or hard to fill positions which require special skills, training and experience or certification and may not be reasonably filled by other than the County retiree. Such authorizations must be approved by the Board of Supervisors. Departments are to submit a Board memo to their Chief Executive Office (CEO) budget analyst prior to filling any position on an indefinite basis with a County retiree. The memo, with CEO recommendation, will be forwarded to the Board for approval, stating that a two-week period exists for a Board member to request formal action prior to filling the position.

The retired employee being hired must cancel his/her retirement allowance through the Board of Retirement until termination of the new re-employment. This policy does not

replace the statute which allows rehiring retired county employees temporarily for up to 960 hours (120 working days) per fiscal year.

Retirees under the Early Separation Plan are not eligible to fill these positions without direct Board approval.

RESPONSIBLE DEPARTMENT

Chief Executive Office

Department of Human Resources

DATE ISSUED/SUNSET DATE

Issue Date: August 25, 1993

Reissue Date: August 25, 1998

Reissue Date: January 16, 2006

Reissue Date: August 16, 2007

Reissue Date: July 21, 2011

Reissue Date: June 18, 2015

Sunset Review Date: August 25, 1998

Sunset Review Date: August 25, 2002

Sunset Review Date: August 25, 2007

Sunset Review Date: August 25, 2011

Sunset Review Date: August 25, 2015

Sunset Review Date: August 25, 2019